

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

SB 1032 – HB 1833

March 11, 2011

SUMMARY OF BILL: Creates a \$1,000 per day penalty for a state employee engaging or participating in or authorizing or encouraging a work stoppage. Requires that information and documentation relating to a labor negotiation, and retained by a state department be public record. Requires labor negotiations between public employee unions or associations and state officials to be recorded and available for viewing along with transcripts on the state's website within 24 hours of the meeting's end. Directs reductions in the number of days employees may take a leave of absence to participate in employee associations as an officer or conference attendee. Directs reductions in the percentage of employees from individual work units that may take annual leave to participate in association conferences.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- According to the Department of Human Resources (DOHR), there has not been a work stoppage in a minimum of the past five years.
- The proposed penalty assessed for work stoppages will serve as incentive sufficient that any increase in state revenue will be not significant.
- DOHR does not anticipate a cost for posting labor negotiation information on the Department's website.
- Currently, employees may take two annual leave days to attend labor meetings or conferences. Unused annual leave is payable to employees who leave the employ of the State. Therefore, reducing the maximum annual leave time for labor meeting attendance to one day will not result in a significant fiscal impact to the state.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink, reading "James W. White". The signature is fluid and cursive, with the first name "James" written in a smaller, more compact script than the last name "White".

James W. White, Executive Director

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